

Career Pathway Sub-Committee Update

4/20/11

Overarching Goal

- Expand California's full-time primary care workforce by 10 to 25 percent over 10 years as needed to ensure successful implementation of health reform and access to quality, affordable healthcare and better health outcomes for all Californian's.
- 2014 Starts Now! 2014 just the beginning

Approach

1. Estimate baseline for selected professions.
2. Project need based on impact of health reform & other factors on demand and supply.
3. Select priority professions, target supply & distribution based on need.
4. Develop pathway models & recommendations.
Input from pathway specific experts/lead orgs.
5. Identify cross cutting recommendations.
6. Propose ongoing, sustainable infrastructure, partnerships & process.

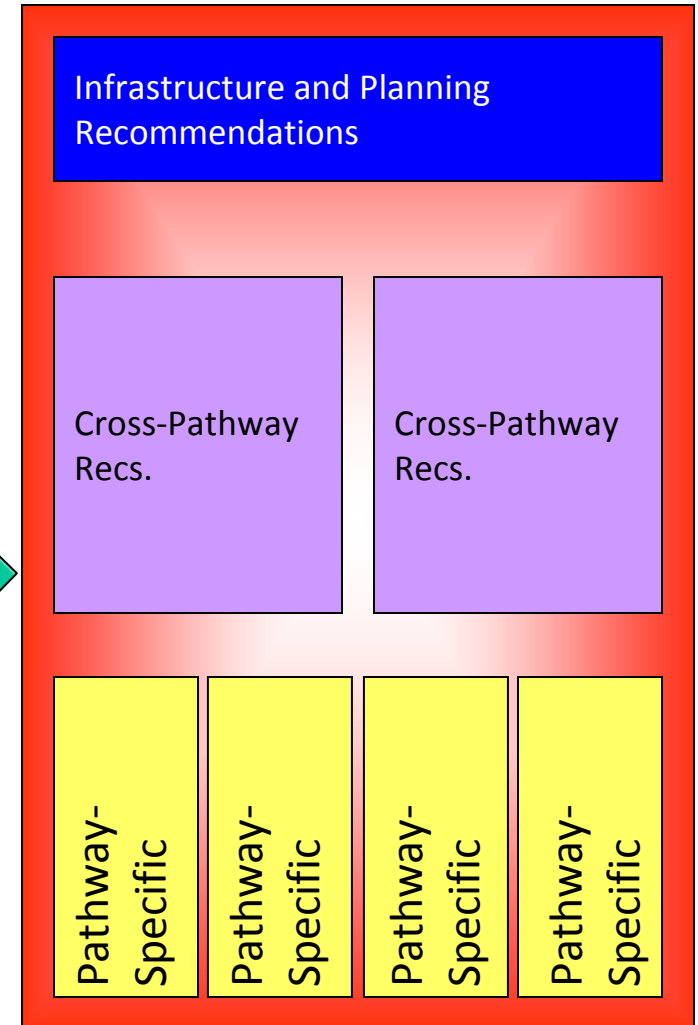
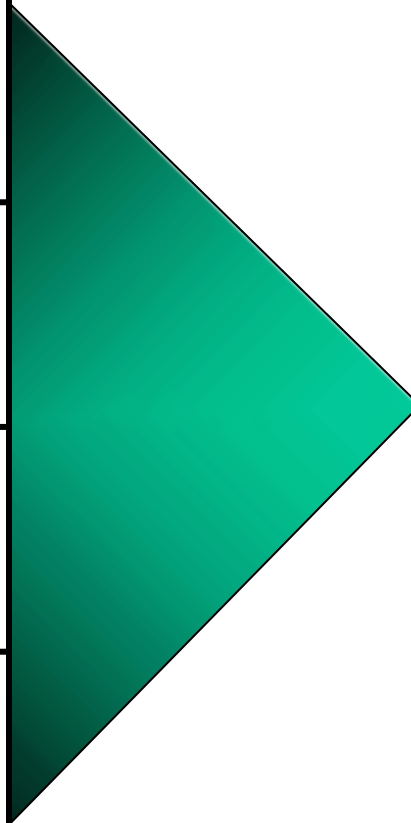
Outcomes from 4/19 Meeting-

Agreed Upon:

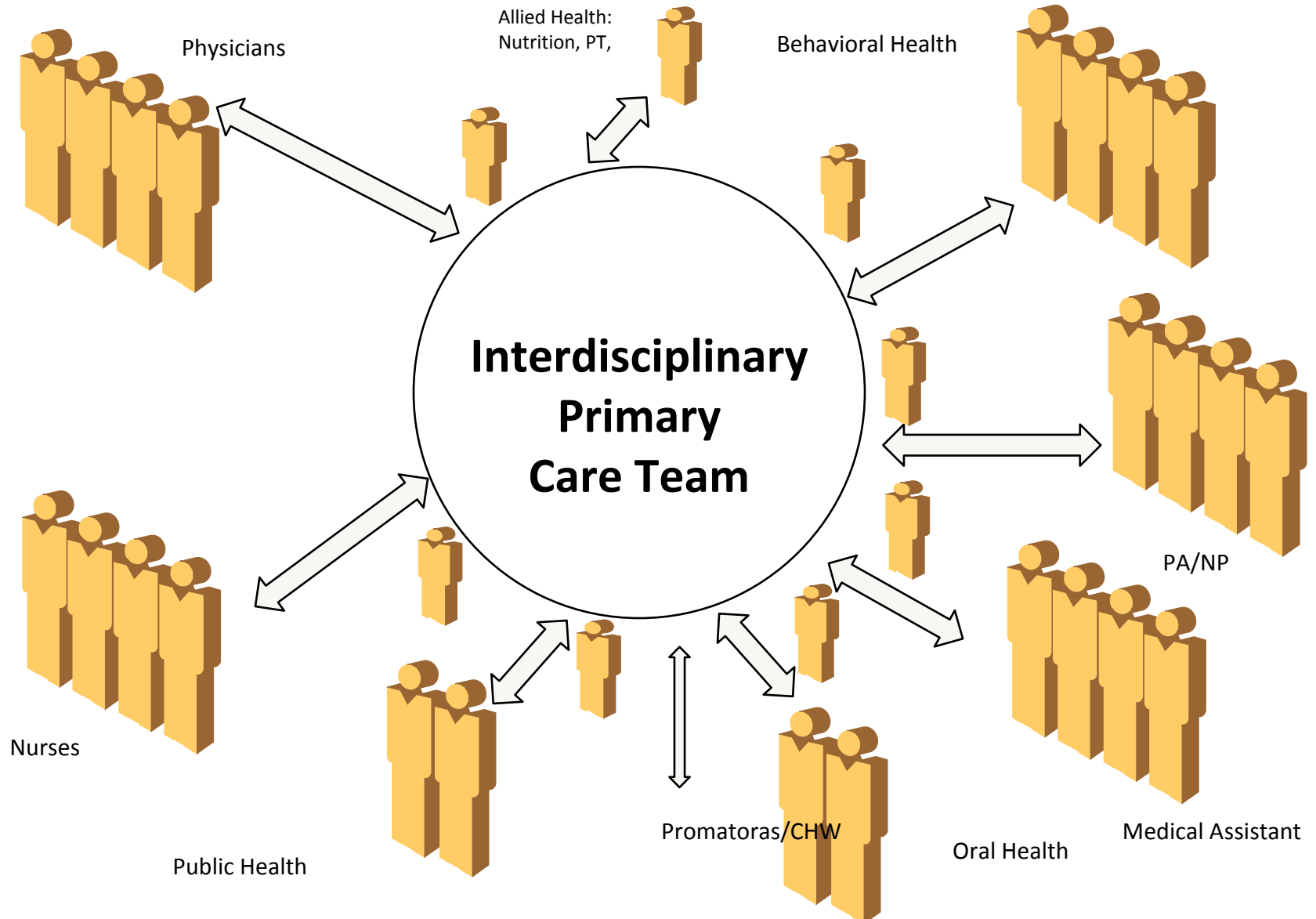
- Roles, process, deliverables and timeline
- Approach and methodology
- Explore 3 longer meetings rather than 4 shorter
- 3 levels of recommendations: pathway specific, cross cutting & infrastructure
- Broad definition of primary care: interdisciplinary team.
- Use of Coordinated Career Pathway Framework
- Adopted CHWA Primary Care Initiative Pathway
- Criteria for Pathway selection
- Initial Pathways for development
- Lead organizations to draft initial pathways for consideration

Process Outcomes

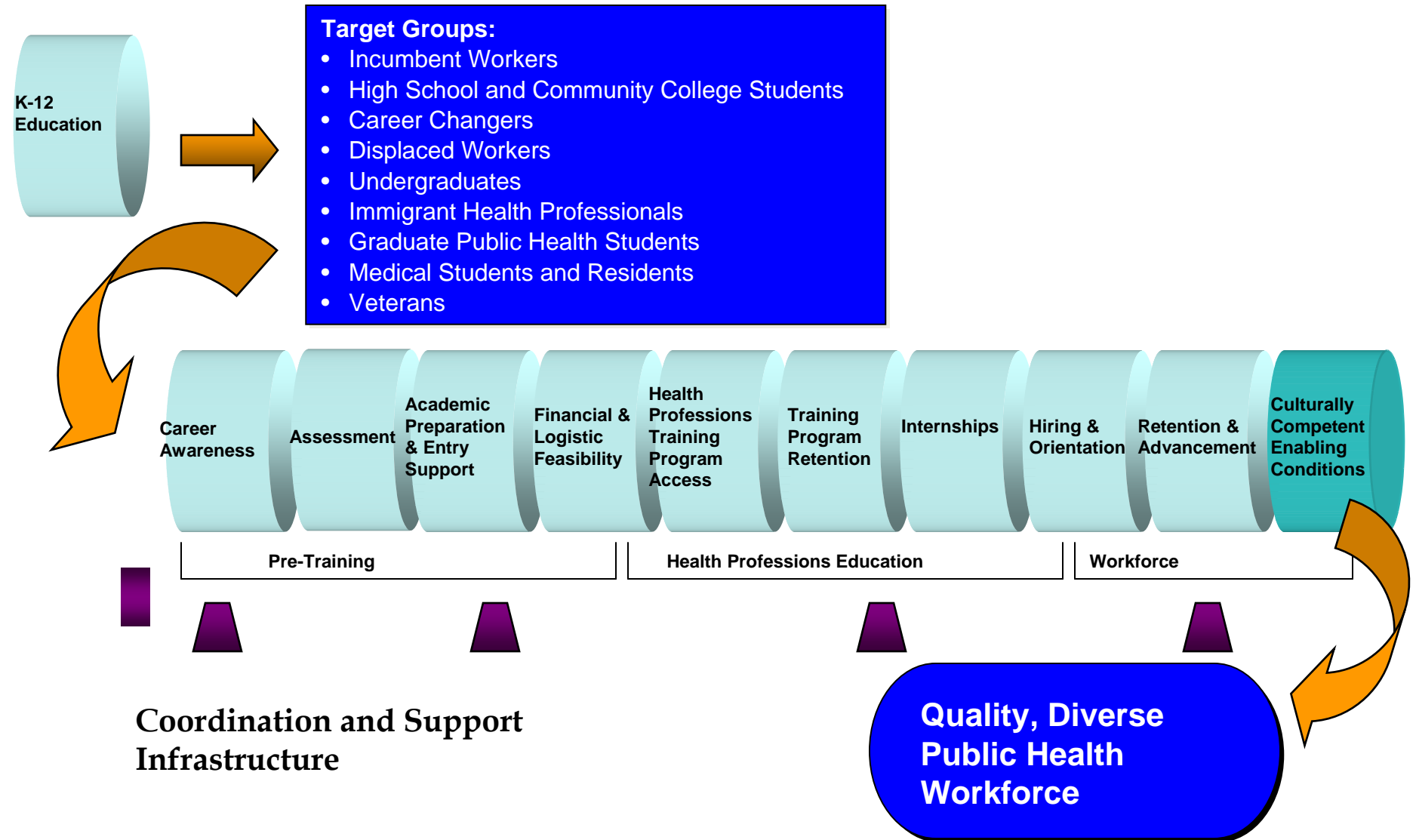
Pathways	Recommendations
#1: Primary Care MD's	<ul style="list-style-type: none">• Rec. #1• Rec. #2• Rec. #3
#2: Adv. Practice Nurses	<ul style="list-style-type: none">• Rec. #1• Rec. #2• Rec. #3
#3: Mental Health	<ul style="list-style-type: none">• Rec. #1• Rec. #2• Rec. #3
#4: Promotoras / Community Health Workers	<ul style="list-style-type: none">• Rec. #1• Rec. #2• Rec. #3



Primary Care Team Professions



Coordinated Health Workforce Pathway

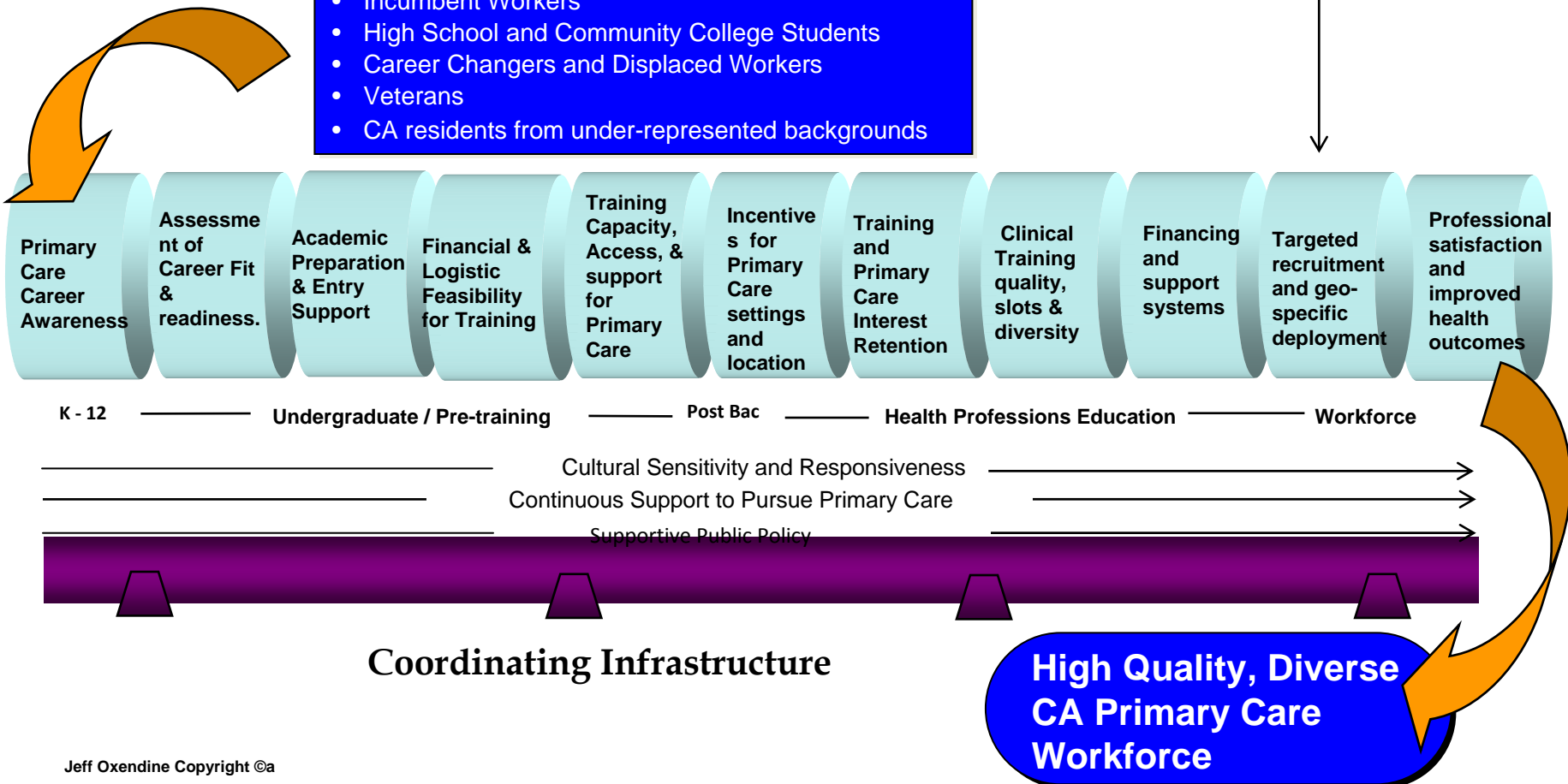


Coordinated CA Primary Care Workforce Pathway

Target Groups:

- Undergraduates
- Post baccalaureate students
- Medical Students, RN's
- Immigrant Health Professionals
- Incumbent Workers
- High School and Community College Students
- Career Changers and Displaced Workers
- Veterans
- CA residents from under-represented backgrounds

- Primary Care professionals from other states



Criteria for Pathway Selection

- Priority identified by Regional Focus Groups
- Evidence of significant current & future need
- Priority for PPACA
- Impact on access to care
- Potential for immediate impact toward health reform goals
- Important role in future models of delivery and community health
- Pathway work being done that can be leveraged

Selected Pathways for Development and Lead Organizations: Initial Priorities

- Pathway:
 - Advance Practice Nurses
 - Primary Care MD's
 - CLS
 - CHW/Promotoras
 - Direct Care Workforce
 - MA's or Rad Tech
 - K-adult standards for pathways
- Potential Sub Comm and partner lead:
 - CINHC
 - CHWA
 - CHA/HLWI
 - CPAC
 - Community Colleges
 - CDE

Pathway Components

- Each pathway will include assessments of the following six components:

Pathway updates and recommendations	✓
Existing education and training capacity and infrastructure	✓
Industry skill standards	✓
Career information and guidance counseling	✓
Big picture issues (recruitment, retention, attrition, transfer, articulation and curricular disconnects, policies to facilitate students' progress)	✓
Need for pilot/demonstration projects	✓